TO STUDY THE LEVEL OF SELF – EFFICACY AND SECURITY – INSECURITY AMONG EMPLOYED AND UNEMPLOYED YOUTH

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ABSTRACT

Youth are crucial in creating the nation's future and helping to create a more successful, inclusive, and sustainable society. Youth's social conscience, creativity, and activism are crucial in bringing about constructive change and tackling the various issues that Indian society faces. In all of them, they often have to compromise with their Self – efficacy and feeling of Security – Insecurity. Therefore, this research conducted in youths of Rajasthan to investigate that the influence of employment status (employed and unemployed youths) on the Self – efficacy and feeling of security – insecurity. The research adopted a correlational research design. The data were collected from 301 respondents, Questionnaire based self – efficacy test and security – insecurity test was administered to 18 to 30 years employed and unemployed youths. The participants consisted of educated with minimum education up to twelfth grade, Diploma, graduates, and postgraduates. The non-working or unemployed also twelfth grade, Diploma, graduates, postgraduates and currently studying for competitive exams in rural and urban areas. It was identified that there is no significant difference found in self – efficacy among employed and unemployed youth. The study also identified that the level of self – efficacy of both groups youths was found Average level. The result of the study of security – insecurity indicate significant differences found among employed and unemployed youth. The employed youth are more secure than the unemployed youth.

KEYWORDS: Self–Efficacy, Security–Insecurity, Employed and Unemployed Youth

INTRODUCTION

The most active and productive segment of a society is youth. The quantity and quality of a nation's youth population determines that nation's capacity and potential for growth. Based on idea, developing nations with sizable youth populations may experience rapid growth if they made investments in youth health, education, and rights protection. It is undeniable that the youthful generations of today will be the inventors, creators, builders, and leaders of tomorrow.

Youth's prospects of leading a good and meaningful life are influenced by their employment. Employment directly or indirectly reflects on their standing in the family and community. Unemployment affects the country economically, psychologically, and socially, as well as the unemployed and their families. Long durations of unemployment can result in sadness, suicidal thoughts, and a loss of self-worth.

In India, unemployment is a complex issue. Typically, it refers to a situation where a person is not engaged in a profitable activity. Both in developing and rich countries, it is a severe macroeconomic challenge. It leaves behind a significant number of socioeconomic issues in numerous forms. The detrimental effects of unemployment are numerous and severe. Along with a reduction in output and income, it can also result in growing income, inequality, a loss of human capital and skill, poor health and mortality, migration, a lack of motivation for future employment, and a decline in social interaction and human relationships. Understanding the causes and effects of unemployment is crucial for developing effective programmes and strategies to counteract it.

The most significant issue affecting our nation is unemployment. Both educated and illiterate individuals are prowling the area looking for work. They are willing to strive for it, yet they are unsuccessful. There is unemployment in urban areas, rural areas, and even small communities. In India, there are two different levels of unemployment: part-time and full-time. In India, there are numerous reasons for unemployment. The country's excessive population is the main contributor to unemployment. Although the country's population is growing quickly, the number of jobs available cannot keep up. As a result, many people continue to be without jobs.

SELF EFFICACY

Self - Efficacy is belief about our ability to effectively perform the task needed to attain a valued goal, self-efficacy is how to strongly person believe to use own abilities to work towards good refers to beliefs in one's. Bandura (1994)said that people who have higher levels of perceived self-efficacy also seriously consider a wider range of career paths, show greater interest in a variety of career paths, and are generally better equipped to handle both success and failure.

An essential element of Bandura's Social Cognitive Theory is the self-efficacy belief. Self-efficacy, according to Albert Bandura, is the conviction that one can succeed in each circumstance. The way of a person approaches a goal, a task, or problem depends on how they feel about their own self-efficacy. The notion of self-efficacy is founded on Bandura's

Social Cognitive notion, which claims that social experience and observational learning are the main factors in personality development. The core idea of social cognitive theory is that an individual's social behaviour and cognitive processes are influenced by the behaviour they have seen in others in every setting. Self-Efficacy is a crucial element of this theory because it is created from outside experiences and affects how many occurrences turn out. Therefore, according to Bandura's Social Cognitive Theory, the people with high levels of self-efficacy will see difficult tasks as challenges to be overcome rather than obstacles to be avoided.

The primary mechanism for fostering a person's motivation to exert control over circumstances that impact their life is self-efficacy (Sachitra & Bandara, 2017). Allison & Keller (2004) found that advanced improvements in older adults' physical activity performance were achieved through a self-efficacy intervention that including all four self-efficacy development mechanisms. Furthermore, self-efficacy has a significant impact on an individual's daily life as well as the workplace (Luenburg, 2011).

Four sources of self-efficacy beliefs (Bandura, 1997)
In this article, an integrative theoretical framework is presented that explains and forecasts the psychological changes brought about by various therapy modalities. According to this hypothesis, psychological treatments can change one's level and degree of self-efficacy. It is hypothesised that expectations of personal efficacy influence how much effort is put out, whether coping behaviour is undertaken, and how long it is maintained in the face of challenges and unpleasant experiences. Through experiences of mastery, persistence in activities that are objectively dangerous but safe results in subsequent enhancements of self-efficacy and commensurate decreases in defensive behaviour. According to the suggested model, performance accomplishments, vicarious experience, verbal persuasion, and physiological conditions are the four main information sources from which expectations of personal efficacy are derived. The improvements in perceived self-efficacy are bigger the more reliable the experiential sources. The cognitive processing of effectiveness information derived from enactive, vicarious, exhortative, and emotive sources is found to be influenced by a number of variables. Analysis of various therapy techniques' varying efficacy is done considering the proposed cognitive mechanism of action. Results from microanalyses of enactive, vicarious, and emotive modes of treatment are presented, and they support the hypothesis that perceived self-efficacy and behavioural improvements are related.

1. Mastery Experiences:
Experiences with mastery are the primary source of self-efficacy. However, nothing boosts self-efficacy more effectively than a firsthand experience of mastery. Success in that area, such as mastering a task or maintaining control over an environment, will increase self-belief, whereas failure will reduce it. Resilient self-efficacy demands knowledge of how to overcome challenges with effort and tenacity.

2. Vicarious Experiences
The observation of those around us, especially those we view as role models, is the second source of self-efficacy. We become more confident that we have the skills necessary to master the behaviours required for success in that field when we observe people like us succeed via their persistent effort.

3. Verbal Persuasion
Our opinion that we have what it takes to achieve can be strengthened by influential persons in our lives, such as parents, teachers, supervisors, or coaches. We are more inclined to put in the effort and keep it up when difficulties arise if we are certain that we have the aptitude to acquire particular skills.

4. Emotional Arousal
How you assess your own efficacy depends on how you're feeling. For instance, depression can make us less confident in our talents. Positive emotions can increase our confidence in our abilities, whereas stress reactions or tension are seen as indicators of performance vulnerability.
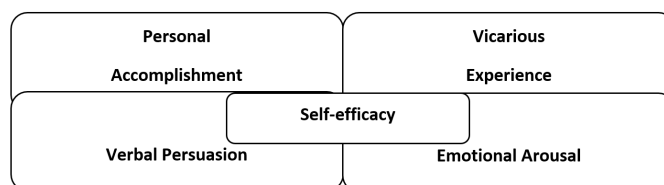

Figure: 1.1 Sources of self-efficacy beliefs

SECURITY – INSECURITY
The word "secure" derives its meaning from the Latin words "se" for without and "cura" for care. Whatever increases one's sense of security promotes good mental hygiene. Security is the state of being safe, unaffected by the risk to one's life, or in which dominance or victory are accomplished without resistance. Security is defined as "The conditions of being in safety, or free from the threat of danger to life." This has a lot in common with the sensations of safety, friendliness, calmness, ease, relaxational un-conflicted ness, emotional stability, self-acceptance, and a solid sense of inner strength. In a nutshell, being secure is a feeling of happiness and safety from risk or stress. Drever (1959) defined security as "the conditions of being in safety, or free from threat of danger to life, or what is highly valued; employed in special sense by Adler, of a condition in which power or conquest is attained without struggle".

Maslow et al., (1945) were the first to define the terms "psychological security" and "psychological insecurity" where psychological security is a feeling of safety and freedom from anxiety, while psychological insecurity is the opposite sensation of anticipating risk or harm to oneself. Maslow et al. measure did not only include psychological insecurity; it also included other concepts idea of predicted emotional pain or grief. Additionally, this study concentrated on the psychological insecurity of adults to balance the substantial amount of research that has been done on the psychological insecurity of children and adolescents.

Insecurity is characterised by emotional instability, feelings

of inferiority and rejection, anxiety, loneliness, jealousy, aggressiveness, impatience, inconsistency, and a propensity to see the worst in people. It is characterised as a condition of unhappiness and feeling unprotected from danger or stress. The insecure person "is a person who feels unconsciously rejected and consciously unhappy, unstable, and conflicted, who perceives the world and the people in it as dangerous to him, who reacts to these conscious and unconscious feelings by attempting to win back security in various ways, but who by the very reason that he attempts to win it back guarantees its perpetuation or even intensification, unless some 'good' external influence intervenes into the vicious circle to put him on the correct path." (Maslow, 1942)

REVIEW OF LITERATURE

Winefield (1993) focused on unemployed men and several variables related to psychological and mental health. Longer periods of unemployment were associated with lower psychological well-being, as evidenced by the negative correlation between unemployment and mental health. Furthermore, people with unskilled and semi-skilled jobs showed worse psychological health than people with higher occupational status. Two possible predictor variables were thought to be employment commitment and attributional style. Jahoda (1982) initially perhaps one of the biggest social issues is unemployment. Economically speaking, unemployment has a very high cost for both the person and the group. But unemployment also has other consequences. Jahoda explores the psychological significance of job and unemployment by looking beyond the obvious economic ramifications. Professor Jahoda disproves the widely held belief that the work ethic is vanishing by demonstrating the psychological impact's extreme destructiveness. She also explores experience of unemployment compares to employment, and she makes the case that one of the socially damaging effects of widespread unemployment is that it lessens the need to humanise employment.

A person's self-efficacy is significantly impacted by their role model since these individuals can advise young people on how to navigate the job search process, provide guidance on strategic coping techniques for managing frustration, and provide information about career aspirations. Role models help people feel more confident in themselves by putting their thoughts and actions into consideration while making decisions (Van Auken et al., 2006). To improve their well-being during unemployment, unemployed people with low self-efficacy will benefit from interventions such as cognitive reappraisals, behavioural changes that boost feelings of personal control and self-efficacy, and appropriate coping mechanisms(Albion et al., 2005).

Patel (2014)Study of upper- and lower-class youth's insecurity in peer groups. The current study provides a comparative analysis of youth insecurity in upper and lower socioeconomic classes. In this case, the researcher selected upper- and lower-class fellows between the ages of 18 and 35. The Dr. Beena Shah Scale of Insecurity was used to quantify levels of insecurity. Peer Group Context Insecurity is substantially higher in lower class than in upper class, according to statistical analysis of all data. Youth in urban areas experience almost as much peer group context insecurity as those in rural areas. The difference in peer group environment insecurity between boys and girls is negligible. Raina & Bhan (2013) investigate the differences between adolescents from nuclear and joint households who were in different ordinal positions and found to have significantly different Security-Insecurity scores. Maslow's Security-Insecurity Inventory in Indian Situations (Hindi Version) was the tool used to collect the data. Findings showed that teenagers from nuclear homes felt more insecure than those from mixed households, and that girls did too.

R. Agarwal (1985) study to compare the sense of security experienced by morally developed and underdeveloped teenagers. 250 teenagers took a test on their moral growth. The Security-Insecurity Inventory was administered to the individuals after being translated into Hindi. The data were examined using correlation and variance approaches. The study found that young people were secure. Furthermore, the sense of security was linked to moral development. Lather et al., (2000) in their study reported a positive correlation between security insecurity and self-confidence dimensions among males and females. The results obtained reveal that although girls are equally secure as compared to boys, yet they are less confident. The difference lies in their level of socialization.

Objectives:
- To study the level of Self – efficacy among employed and unemployed youth.
- To study the level of Security – Insecurity among employed and unemployed youth.

METHODOLOGY OF THE STUDY

Hypotheses:
1. There will be significant difference in the level of self – efficacy among the employed and unemployed youth.
2. There will be significant difference in the level of security – insecurity among the employed and unemployed youth.

Sample of the study

The sample consisted of 301 participants (150 employed and 151 unemployed). The age for youth was 21 to 30 years. The participants lived in the villages and cities in the Rajasthan state. The participants consisted of educated with minimum education up to twelfth grade, Diploma, graduates, and postgraduates. The non-working or unemployed also twelfth grade, diploma, graduates, postgraduates and currently studying for competitive exams lived in rural and urban areas.

Tools

This study measurement of Self-Efficacy through Self-efficacy Scale by Dr G. P. Mathur & Dr Raj Kumari Bhatnagar and Feeling of Security insecurity through Security - Insecurity Inventory by Dr Govind Tiwari & Dr H. M. Singh.

Statistical Analysis

The quantitative data were analyzed using SPSS 29.0.1 independent sample t-test to examine Self - efficacy and

Security - insecurity among employed and unemployed youth.

RESULT

		Mean	SD	Levene's Test for Equality of Variances		t-test for Equality of Means		
				F	Sig.	t	df	Two- Sided p
SE	EMPLOYED	69.63	5.296	1.941	.165	-.692	299	.490
	UNEMPLOYED	70.09	6.342					

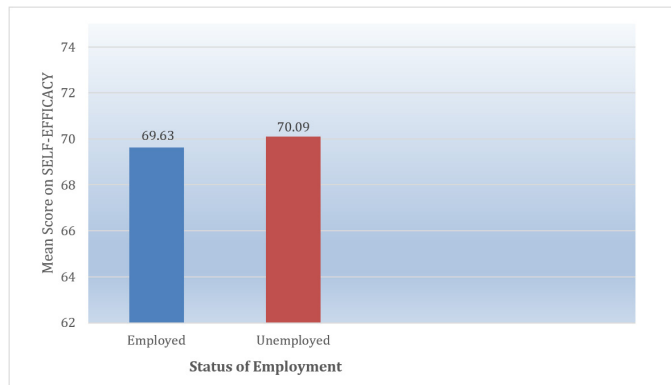**Table: 1 Showing Mean Scores on Self-efficacy with regards to Status of Employment**

Figure: 1 Mean Scores on Self-efficacy with regards to Status of Employment

An independent sample t test was conducted to test the hypothesis that whether the level of Self-efficacy between employed and unemployed youth differ significantly or not. The group status table – 1 and figure – 1 show the difference of mean value for employed is (M=69.63, SD = 5.296) while for unemployed, mean value (M=70.09, SD = 6.342).

As it is evident from the table that two tailed significance value (p) is 0.490, which is higher than 0.05 (t = 1.692), hence we reject the Hypothesis I and conclude that the level of Self-efficacy between employed and unemployed youth is insignificant.

		Mean	SD	Levene's Test for Equality of Variances		t-test for Equality of Means		
				F	Sig.	t	df	Two- Sided p
SE	EMPLOYED	42.04	13.777	9.799	.002	-5.516	299	<.001
	UNEMPLOYED	70.09	6.342					

Table: 2 Showing Mean Scores on security – insecurity with regards to Status of Employment
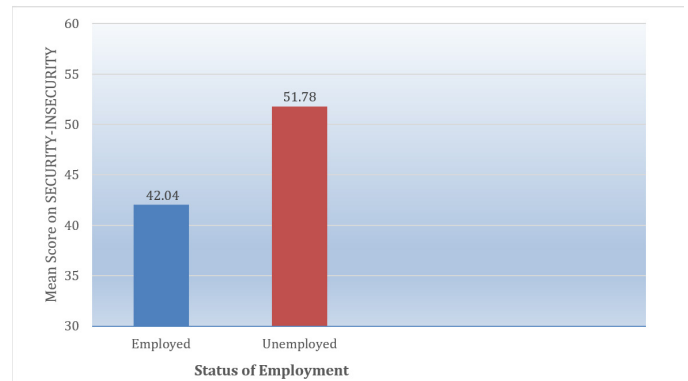

Figure: 2 Showing Mean Scores on security – insecurity with regards to Status of Employment

An independent sample t test was conducted to test the hypothesis that whether the level of security – insecurity between employed and unemployed youth differ significantly or not. The group status Table – 2 and Figure – 2 show the difference of mean value for employed is (M=42.04, SD=13.777) while for unemployed, mean value (M=51.78, SD= 16.711).

As it is evident from the table that two tailed significance value (p) is <0.001, which is lower than 0.01 (t = 5.520), hence we accept the Hypothesis II and conclude that the level of security – insecurity between employed and unemployed youth is significant.

DISCUSSION

Data analysed in various form of values like t value, standard deviation, mean etc. the present study explored the youth's feeling of self-efficacy and security - insecurity.

The scores of Self Efficacy of employed and unemployed youth were found equal in both groups. Level of self-efficacy of employed and unemployed youths was found average level of Self Efficacy. So that there was no significant difference found among both groups, the results indicate both employed and unemployed youth groups was same ability levels to effectively perform the task needed to attain a valued goal. It is possible that if the research is repeated on larger duration of time with diverse population then the study might show higher difference in the 't' value of employed and unemployment condition.

The scores of security – insecurity of employed and unemployed youth were found variation between the groups. The employed youth are more secure than the unemployed youth. The mean score of employed youths indicate the interpret as very secure level and the mean value of unemployed youth's indicate the interpret as secure level of security – insecurity. The finding of the study suggest that the differences are significant and that the security – insecurity have difference on our research group, however the fact that the mean value show variation.

We could not compare our results with previous research, because results of literature searches for publications reporting on studies of level of self-efficacy and security – insecurity of employed and unemployed youth did not any relevant papers.

CONCLUSION

In this paper, we show that level of self-efficacy and security – insecurity of employed and unemployed youth living in rural and urban areas. The research has provided an in-depth understanding of youth's self-efficacy and security – insecurity. According to the study findings, there was no significant difference found in level of self-efficacy among employed and unemployed youth and the study also identified that the level of self-efficacy of both groups was found average. As a result, there was significant difference found in level of security – insecurity among employed and unemployed youth. Many youths who are unemployed their feeling of security – insecurity is less secure than the employed youth. Hellevik & Settersten Jr (2013) investigated young adults' inclination to make future plans and discovered that the tendency of young adults to plan was negatively impacted by a lack of job stability, or more specifically, by dreading unemployment or being unemployed.

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